Alex Kocis

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Prof. Wendt

Gender Inequality and Differences in body language in the Business World

Over the years we have past many laws about gender discrimination, including the Civil Rights Act of 1964, which prohibits discrimination in employment on the basis of gender, and for the most part companies would say that they have a totally discrimination free work place. It would seem as if we are over the fact of gender discrimination in the work force being that we are in the 21st century. Yet a lot of companies have not completely got rid of gender discrimination as some would say. Males and females have the freedom to work any job that they want but why is it that people still think that women don’t deserve all the credit of working but think men do? Why is it that so many companies have male CEO’s but not women CEO’s, is it because they are not qualified or could it just be that some people don’t think women are cut out for the role of being a CEO? Why is it that males and females act, talk, and speak differently when they are in power, or why do some people think that there is a problem with having a male or female boss? There are many non-verbal cues in the workplace, each gender and each person giving a different one also each gender recognizes the cues differently which gives people an idea of how much language is in the workplace with out one word even being spoken. These cues can be used to tell different items about workers and could also be used to see if men or women are in power by the cues they give off. As a business student I have had interest about gender in the work place and how language and non-verbal language affects if the person is in power and the types of discrimination in the workplace. This topic for quite sometime has intrigued many people and a lot more people are wanting to know more about it.

**Secondary research, literary background**

A lot of research has been done on this subject and because it is such a talked about subject people have views on both of the subject. As I set out to find out more information I had a lot of questions: Is there any academic journals that has research about this subject? If there is what does it say is there really a gender bias in the workforce today? In Judith Baxter’s article, “How speech and language determine success in the workplace”, Baxter states that the way women dress can have a lot to say about there position in a company. She observed two women one who was dressed in a bright red dress and the other was dress “like a man” in dress slacks and suit jacket, she mentions that the one who was dress like a man got more attention from here co workers and treated her as an equal. Where as the other girl was treated more as a subordinate in the workplace (Baxter, 2013). Baxter’s article shows us one of the negative effects that happened in the work force however, Beate Sjafjell writes in, “GENDER DIVERSITY IN THE BOARDROOM AND ITS IMPACTS: IS THE EXAMPLE OF NORWAY A WAY FORWARD?” that having a diversity in the board room is fruitful and good for company moral (Sjafjell, 2015). Now, having more diversity could never be a bad thing in a company but they say that just by having more it could increase the moral hugely so that makes me wonder why aren’t more companies diversifying their company. If just having an employee increases moral, then why aren’t companies putting more diversity at the top of their company? ~~(Of course, if the person is qualified).~~ Just these two examples show how many different opinions are out there you have some that encourage diversification and then you have the other side that think that everyone should be manlier in the workforce. In another academic article called, “GENDER DIVERSITY ON CORPORATE BOARDS: HOW RACIAL POLITICS IMPEDES PROGRESS IN THE UNITED STATES” by Cheryl L. Wade, Wade explains diversity doubles the focus on happy positive concepts in the organization. She later goes on and states that the diversity in the organizations are large in part that there is not many women as you get higher up (Wade, 2014). As you can see it is had for companies to make the decision to put women in higher positions you have some who think that it can be distracting others think it is vital for companies to have more diversification. These articles helped answer the multiple questions I had but still left a lot of gaps. They helped by answering the question of are their more academic journals doing research on this topic and that the research on this topic is still big. For the questions that it didn’t answer I went on and did some primary research to help me out.

**My research- Methods and Findings**

There were a couple of things that I wanted to figure out while I was doing my research. I wanted to know what do other people think when jobs are listed. Do they think it is a man’s job? A woman’s job? Or do people think that it doesn’t matter anymore because it is the 21st century so it’s equal opportunity for everybody? I sent a survey to people who live in my hall, which includes first, second, third, and fourth year college students. 68 of them responded to the survey and all of them answered every single question. Along with that survey I interviewed a college freshman that is majoring in accounting so he is going to have to go through the business school to acquire that major. He is also very updated and very educated from what goes on in the business world because he has done research on it. Another item I wanted to find out was 1.) Do students think that men and women in power carry themselves differently then they normally would? Also 2.) Do people think it is okay to act or work differently for a female boss rather than a male boss? I also wanted to know if people think there still is a gender bias in the work force, and if so how strong do people believe that the bias is?

In my survey I also wanted to know how many of the participants were actually in a position of authority. Knowing this answer would help me out by seeing if people think that they changed when they were in power. After I asked all of those questions I was able to analyze my answers and see everything I wanted to find out. One of the last questions that I asked was if people have heard or known of a time where a company has put a women in a senior role in fill a gender quota. ~~I know it sounds like a crazy thing to do especially being in the modern time that we are in~~ but what I found was that 23 out of the 68 said yes. Now I know that that isn’t the biggest number but it is still shocking that they know of a company that would just simply but a women in a senior role not because she is qualified but just because of her gender. Another amazing answer that I found was that when I asked do men and women in power carry themselves differently from one another out of all the choices only seven people said that they don’t act different. That means that it isn’t just a one or two-time occurrence. A lot of people have noticed this, and actually the top answer was the way that they talked. This means that language has a huge part in gender differences in the workforce people that took the survey are telling us that the main difference of a man and women in the work place is the way they talk and they are also telling us that when people are in power they talk differently then normal workers. Now that could mean that they just talk more professionally or it could be that they think they are better and talk differently I am not completely sure about that but I do know that language is a huge factor of language in the work place. When I asked if they have seen an employee work differently for a boss depending on the boss’s gender, 50 participants answered that yes they have seen someone work differently. However, when I asked if they themselves worked different depending on the gender, 59 of them said no. I just thought that this was interesting to point out because that means that people out there are saying just because my boss or manager is a female or a male I can slack off. This could be because of the body language or the actually language the boss gives off, the employee could be slacking off because the boss seems like they don’t care when the employee sees them or the boss talks like the employee so they must not care if I slack off. The numbers also show that students know other employees slack off or work harder under different boss’s and are out to prove that they aren’t going to change their work style or their language or body language depending on who there boss is.

The most surprising part about my survey was the question, “ Which jobs do you believe are a man’s, woman’s, or both?” In this question one job posting was secretary and the answers people put were, 0 said that it was solely a man’s job, 35 people said it was a woman’s job, and 33 said it was both. That means that more people think it is just a women’s job and that they don’t think that only men can do that job. Now before people go and make assumptions and think that all the men just said this because they don’t think that women are qualified to move up or men are just sexist so that’s why the number is so high. However when I crosschecked the answers I checked to see how many men put that answer only nine men put that it is only a women’s job. That means that 26 women are saying that they are only good enough for a secretary job and that that job is only suitable for them and no male should be a secretary. I was shocked when I found this out because it means that women are putting themselves in discriminating situations with answer questions the way they did and for feeling as if that is only a females job. To sum all of my survey research up it was interesting to say the least now to move into my interview question findings, which were small but significant at the same time.

One of the more interesting answers that I got out of my interview was when asked, “Have you experienced a time where men and women in power act differently such as carry themselves or any body language?” There answer was that when they worked for a male the male was more dictator- like than when they worked for a woman. They went on further to explain that the male was more vocal and told you what you were doing right or wrong. They said that the male boss would use more unprofessional language like cursing and such whereas the female boss was very professional in her language and with how she acted. Now I know that this is only one example out of many but is there a correlation with male and female bosses? Do people not say anything about this because they just believe that this is the norm and that’s how it has always been so that’s how it will always be? I believe that my research has helped me out a ton in understanding what people think about gender in the work force and what they believe is the difference in the language and body language of the genders in the work force. ~~I hope that this has open all of your eyes on what it is like in the business world.~~

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|  | **Man's**  – | **Women's**  – | **Both**  – | **(no label)**  – | **(no label)**  – | Total  – | Weighted Average  – |
| –  **Secretary** | **0.00%**  0 | **51.47%**  35 | **48.53%**  33 | **0.00%**  0 | **0.00%**  0 | 68 | 2.49 |
| –  **CEO** | **23.53%**  16 | **0.00%**  0 | **76.47%**  52 | **0.00%**  0 | **0.00%**  0 | 68 | 2.53 |
| –  **Local business owner** | **11.76%**  8 | **1.47%**  1 | **86.76%**  59 | **0.00%**  0 | **0.00%**  0 | 68 | 2.75 |
| –  **Manager** | **8.82%**  6 | **1.47%**  1 | **89.71%**  61 | **0.00%**  0 | **0.00%**  0 | 68 | 2.81 |
| –  **Subordinate** | **1.47%**  1 | **7.35%**  5 | **89.71%**  61 | **1.47%**  1 | **0.00%**  0 | 68 | 2.91 |
| –  **Cubicle worker** | **14.71%**  10 | **0.00%**  0 | **85.29%**  58 | **0.00%**  0 | **0.00%**  0 | 68 | 2.71 |



**Discussion of everything- argument**

As you can tell there is a lot of information about this topic but to me it only supports one way, there is a huge problem with diversification in the work force and there is a difference between men and women in language and body language. Also from my primary research I can tell that men and women think differently, when so many women are out there thinking that only a secretary is the job for them there is a problem. If you go back to the secondary research I did you could tell that there is a lot more research and data that support having diversification everything that it does is beneficial to your company. When others say that diversification can hurt your company never clearly looked at the research that support it because there is a lot more of it than there is against it. Another interesting fact about how they differ in body language there is information every where out there about how man and women are different and how they literally do every single aspect of communication different. Along with saying that in a company you don’t everything to be the same you need someone to be a little different in the conference rooms saying something different, so you should have diversification within the organization. As I stated in my primary research in the interview that I gave the interviewee said that the female boss was more professional then the male boss, when an employee realizes that then more companies should realize that they need to make a change to the most professional bosses possible. This includes professional language dressing professional and everything in between and everything I have researched has told me that women are just as professional as men are more just need to realize that fact. Another fact that I found within my primary research was that people realize that there is a gender bias in the work force but yet no one is doing anything about it even though they know that its bad. At the end of it all I think we can all agree that women and men are very different when it comes to body language and really language, which is why so many people want to see a change. I believe that there is a difference in language between men and women and that there is a gender bias in the work force.

The old saying of “I can do anything you can do better” might be true for women right now but nobody is giving them a chance. All the research shows that they should be more respected and be equal even through there differences in body language and everything they do. I showed how man and women could be different in there body language by the interview I gave and through the survey I sent out and had 68 college students take. Also through my secondary research I showed how other people have shown increasing factors in that diversification increases almost every attribute for a company. I have shown that there is a gender bias in the work force and men and women are different when it comes to body language and in almost everything else that they do.

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